

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**CLASSIFIED LONGEVITY SCHEDULE**

Board Approved:

**2012-2013 SCHOOL YEAR**

**LONGEVITY:**

The table below reflects the number of years of service that are required to be completed to receive the appropriate longevity percentage of base:

YEARS OF SERVICE COMPLETED AS OF JUNE 30th	LONGEVITY SALARY GROUPING AS OF JULY 1ST	PERCENTAGE OF BASE
9	10 TO 12 YEARS	3%
12	13 TO 15 YEARS	6%
15	16 TO 18 YEARS	9%
18	19 TO 21 YEARS	12%
21	22 TO 24 YEARS	15%
24	25 TO 27 YEARS	18%
27+	28+ YEARS	21%

**IMPLEMENTATION:** (See Appendix A – Salary Schedules for detailed longevity contract language.)

- Longevity payments are available to only those employees with an effective date of hire prior to July 1, 2011.
- Longevity payments are calculated by multiplying the appropriate multiplier by the Step 0 amount of the employee’s present salary lane (See School Support Personnel Salary Schedule).
- For purposes of determining the length of continuous service for longevity purposes, an employee must have worked in an active duty capacity, one day more than one-half of the normal work year. Multiple partial years of service may not be combined. Active service is defined to include time in duty plus any time the employee is on any for of paid leave or worker’s compensation leave.
- Longevity payments are added to the regular salary amount and are based upon years of instructional and classified service in the Sarasota County School District. Effective with the 2012-13 school year, longevity payments will be divided by 24 and added to each paycheck. Should an employee separate from employment during the school year, s/he will not be entitled to any further longevity payments.
- Longevity payments will be taxed as regular earnings and will be considered as salary for purposes of the Florida Retirement System.
- The longevity payments for bus drivers and bus attendants will be based upon each individual employee’s bid route times as of December 1<sup>st</sup> of any given year.
- Employees will receive their normal longevity progression for the 2012-13 school year and will be advanced an additional longevity step to compensate for any longevity progression not granted for the 2011-12 school year.

Any employee not receiving a salary increase due to longevity progression will receive a cash bonus equal to three percent (3%) of Step Zero of the employee’s current salary lane. Any employee receiving this bonus will be paid one half of that bonus on his or her December 14, 2012 paycheck and the remainder on his or her June 14, 2013 paycheck. To qualify to receive the bonus payment on December 14, 2012, the employee must have worked at least 50 days prior to December 14, 2012 and be in a paid status during the pay period (November 16-29, 2012). To qualify to receive the bonus payment on June 14, 2013, the employee must have worked at least one-half the year plus one day and be in a paid status during the pay period (May 17 - June 1, 2013). There will be no proration of these bonuses for employees working less than a complete school year.

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**

**CLASSIFIED LONGEVITY SCHEDULE**

Board Approved:

**2012-2013 SCHOOL YEAR**

**School Support Personnel Salary Schedule - Hourly Rate**

Step	SSP1	SSP2	SSP3	SSP4	SSP5	SSP6	SSP7	SSP8	SSP9	SSP10	SSP11	SSP12	SSP13
0	8.07	8.98	10.59	11.26	12.75	13.07	13.64	13.94	14.67	15.40	17.43	19.55	21.48

**Longevity Hourly Rate (added to normal hourly rate):**

Longevity %	SSP1	SSP2	SSP3	SSP4	SSP5	SSP6	SSP7	SSP8	SSP9	SSP10	SSP11	SSP12	SSP13
3%	0.2421	0.2694	0.3177	0.3378	0.3825	0.3921	0.4092	0.4182	0.4401	0.4620	0.5229	0.5865	0.6444
6%	0.4842	0.5388	0.6354	0.6756	0.7650	0.7842	0.8184	0.8364	0.8802	0.9240	1.0458	1.1730	1.2888
9%	0.7263	0.8082	0.9531	1.0134	1.1475	1.1763	1.2276	1.2546	1.3203	1.3860	1.5687	1.7595	1.9332
12%	0.9684	1.0776	1.2708	1.3512	1.5300	1.5684	1.6368	1.6728	1.7604	1.8480	2.0916	2.3460	2.5776
15%	1.2105	1.3470	1.5885	1.6890	1.9125	1.9605	2.0460	2.0910	2.2005	2.3100	2.6145	2.9325	3.2220
18%	1.4526	1.6164	1.9062	2.0268	2.2950	2.3526	2.4552	2.5092	2.6406	2.7720	3.1374	3.5190	3.8664
21%	1.6947	1.8858	2.2239	2.3646	2.6775	2.7447	2.8644	2.9274	3.0807	3.2340	3.6603	4.1055	4.5108

**SSP-2 Food Service Salary Lanes with Various Categories of Food Service Workers**

Step	Food Service Asst I/II		
	Asst I	GrandF	Asst II
0	8.98	9.65	10.64

**Longevity Hourly Rate (added to normal hourly rate):**

Longevity %	Food Service Asst I/II		
	Asst I	GrandF	Asst II
3%	0.2694	0.2895	0.3192
6%	0.5388	0.5790	0.6384
9%	0.8082	0.8685	0.9576
12%	1.0776	1.1580	1.2768
15%	1.3470	1.4475	1.5960
18%	1.6164	1.7370	1.9152
21%	1.8858	2.0265	2.2344

Step	Manager				
	Intern	To 400	To 800	To 1200	1200+
0	11.38	13.83	14.36	15.11	16.15

**Longevity Hourly Rate (added to normal hourly rate):**

Longevity %	Manager				
	Intern	To 400	To 800	To 1200	1200+
3%	0.3414	0.4149	0.4308	0.4533	0.4845
6%	0.6828	0.8298	0.8616	0.9066	0.9690
9%	1.0242	1.2447	1.2924	1.3599	1.4535
12%	1.3656	1.6596	1.7232	1.8132	1.9380
15%	1.7070	2.0745	2.1540	2.2665	2.4225
18%	2.0484	2.4894	2.5848	2.7198	2.9070
21%	2.3898	2.9043	3.0156	3.1731	3.3915

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**CLASSIFIED LONGEVITY SCHEDULE**

Board Approved:

**2012-2013 SCHOOL YEAR**

**SSP-4 Custodial Salary Lane with Shift Differentials / Various Classifications**

Step	Custodial			Head Cust. - Small School			Head Cust. - Large School			Head Cust. - Senior		
	Shift			Shift			Shift			Shift		
	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd
0	11.26	11.82	12.39	12.95	13.60	14.25	14.64	15.37	16.10	15.20	15.96	16.72

**Longevity Hourly Rate (added to normal hourly rate):**

Longevity %	Custodial			Head Cust. - Small School			Head Cust. - Large School			Head Cust. - Senior		
	Shift			Shift			Shift			Shift		
	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd
3%	0.3378	0.3546	0.3717	0.3885	0.4080	0.4275	0.4392	0.4611	0.4830	0.4560	0.4788	0.5016
6%	0.6756	0.7092	0.7434	0.7770	0.8160	0.8550	0.8784	0.9222	0.9660	0.9120	0.9576	1.0032
9%	1.0134	1.0638	1.1151	1.1655	1.2240	1.2825	1.3176	1.3833	1.4490	1.3680	1.4364	1.5048
12%	1.3512	1.4184	1.4868	1.5540	1.6320	1.7100	1.7568	1.8444	1.9320	1.8240	1.9152	2.0064
15%	1.6890	1.7730	1.8585	1.9425	2.0400	2.1375	2.1960	2.3055	2.4150	2.2800	2.3940	2.5080
18%	2.0268	2.1276	2.2302	2.3310	2.4480	2.5650	2.6352	2.7666	2.8980	2.7360	2.8728	3.0096
21%	2.3646	2.4822	2.6019	2.7195	2.8560	2.9925	3.0744	3.2277	3.3810	3.1920	3.3516	3.5112

**SSP-8 Salary Lanes with Shift Differentials and Lead Man Differentials**

Step	Shift			1st Shift / # of Employees			2nd Shift / # of Employees			3rd Shift / # of Employees		
	1st	2nd	3rd	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+
0	13.94	14.64	15.33	15.33	15.61	15.89	16.10	16.39	16.68	16.86	17.17	17.48

**Longevity Hourly Rate (added to normal hourly rate):**

Longevity %	Shift			1st Shift # of Employees			2nd Shift # of Employees			3rd Shift # of Employees		
	1st	2nd	3rd	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+
3%	0.4182	0.4392	0.4599	0.4599	0.4683	0.4767	0.4830	0.4917	0.5004	0.5058	0.5151	0.5244
6%	0.8364	0.8784	0.9198	0.9198	0.9366	0.9534	0.9660	0.9834	1.0008	1.0116	1.0302	1.0488
9%	1.2546	1.3176	1.3797	1.3797	1.4049	1.4301	1.4490	1.4751	1.5012	1.5174	1.5453	1.5732
12%	1.6728	1.7568	1.8396	1.8396	1.8732	1.9068	1.9320	1.9668	2.0016	2.0232	2.0604	2.0976
15%	2.0910	2.1960	2.2995	2.2995	2.3415	2.3835	2.4150	2.4585	2.5020	2.5290	2.5755	2.6220
18%	2.5092	2.6352	2.7594	2.7594	2.8098	2.8602	2.8980	2.9502	3.0024	3.0348	3.0906	3.1464
21%	2.9274	3.0744	3.2193	3.2193	3.2781	3.3369	3.3810	3.4419	3.5028	3.5406	3.6057	3.6708

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**

**CLASSIFIED LONGEVITY SCHEDULE**

Board Approved:

**2012-2013 SCHOOL YEAR**

**SSP-10 Salary Lanes with Shift Differentials and Lead Man Differentials**

Step	Shift			1st Shift / # of Employees			2nd Shift / # of Employees			3rd Shift / # of Employees		
	1st	2nd	3rd	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+
0	15.40	16.17	16.94	16.94	17.25	17.56	17.79	18.11	18.44	18.63	18.98	19.32

**Longevity Hourly Rate (added to normal hourly rate):**

Longevity %	Shift			1st Shift # of Employees			2nd Shift # of Employees			3rd Shift # of Employees		
	1st	2nd	3rd	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+
3%	0.4620	0.4851	0.5082	0.5082	0.5175	0.5268	0.5337	0.5433	0.5532	0.5589	0.5694	0.5796
6%	0.9240	0.9702	1.0164	1.0164	1.0350	1.0536	1.0674	1.0866	1.1064	1.1178	1.1388	1.1592
9%	1.3860	1.4553	1.5246	1.5246	1.5525	1.5804	1.6011	1.6299	1.6596	1.6767	1.7082	1.7388
12%	1.8480	1.9404	2.0328	2.0328	2.0700	2.1072	2.1348	2.1732	2.2128	2.2356	2.2776	2.3184
15%	2.3100	2.4255	2.5410	2.5410	2.5875	2.6340	2.6685	2.7165	2.7660	2.7945	2.8470	2.8980
18%	2.7720	2.9106	3.0492	3.0492	3.1050	3.1608	3.2022	3.2598	3.3192	3.3534	3.4164	3.4776
21%	3.2340	3.3957	3.5574	3.5574	3.6225	3.6876	3.7359	3.8031	3.8724	3.9123	3.9858	4.0572

**SSP-11 Salary Lanes with Shift Differentials and Lead Man Differentials**

Step	Shift			1st Shift / # of Employees			2nd Shift / # of Employees			3rd Shift / # of Employees		
	1st	2nd	3rd	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+
0	17.43	18.30	19.17	19.17	19.52	19.87	20.13	20.50	20.86	21.09	21.47	21.86

**Longevity Hourly Rate (added to normal hourly rate):**

Longevity %	Shift			1st Shift # of Employees			2nd Shift # of Employees			3rd Shift # of Employees		
	1st	2nd	3rd	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+	1 to 4	5 to 9	10+
3%	0.5229	0.5490	0.5751	0.5751	0.5856	0.5961	0.6039	0.6150	0.6258	0.6327	0.6441	0.6558
6%	1.0458	1.0980	1.1502	1.1502	1.1712	1.1922	1.2078	1.2300	1.2516	1.2654	1.2882	1.3116
9%	1.5687	1.6470	1.7253	1.7253	1.7568	1.7883	1.8117	1.8450	1.8774	1.8981	1.9323	1.9674
12%	2.0916	2.1960	2.3004	2.3004	2.3424	2.3844	2.4156	2.4600	2.5032	2.5308	2.5764	2.6232
15%	2.6145	2.7450	2.8755	2.8755	2.9280	2.9805	3.0195	3.0750	3.1290	3.1635	3.2205	3.2790
18%	3.1374	3.2940	3.4506	3.4506	3.5136	3.5766	3.6234	3.6900	3.7548	3.7962	3.8646	3.9348
21%	3.6603	3.8430	4.0257	4.0257	4.0992	4.1727	4.2273	4.3050	4.3806	4.4289	4.5087	4.5906

**THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA**  
**CLASSIFIED LONGEVITY SCHEDULE**

Board Approved:

**2012-2013 SCHOOL YEAR**

**Confidential Personnel Salary Schedule - Hourly Rate**

<b>Step</b>	<b>SSP5C</b>	<b>SSP6C</b>	<b>SSP9C</b>	<b>SSP12C</b>
0	13.38	13.73	15.40	20.52

**Longevity Hourly Rate (added to normal hourly rate):**

<b>Longevity %</b>	<b>SSP5C</b>	<b>SSP6C</b>	<b>SSP9C</b>	<b>SSP12C</b>
3%	0.4014	0.4119	0.4620	0.6156
6%	0.8028	0.8238	0.9240	1.2312
9%	1.2042	1.2357	1.3860	1.8468
12%	1.6056	1.6476	1.8480	2.4624
15%	2.0070	2.0595	2.3100	3.0780
18%	2.4084	2.4714	2.7720	3.6936
21%	2.8098	2.8833	3.2340	4.3092